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MGMT 480.01: Cross-Cultural Management

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Cross-cultural Management

Management 480

Dr. Andreason

Office: GBB 314

Hours: Tue/Thur: 1:00-3:30

Autumn 2003

Text: Adler, 4th Edition

or by appointment.

<u>Date</u>	<u>Quiz over Material</u>	<u>Class Activities</u>
Sep 2		Introductory Lecture including Culture & Management (Chapter 1)
4		Questions for Reflection for Chapter 1
9	Chapter 1	Lecture: How Do Cultures Affect Organizations (Chapter 2)
11		Videos: VD #1 (30 min)/VD #2 (29 min)
16		Questions for Reflection for Chapter 2
18	Chapter 2	Lecture: Communicating Across Cultures (Chapter 3)
23		Videos: GI #1 (28 min) / VD #3 (30 min)
25		Questions for Reflection for Chapter 3
30	Chapter 3	Lecture: Creating Cultural Synergy (Chapter 4)
Oct 2		Videos: GI #2 (29 min)/ VD #4 (30 min)
7		Questions for Reflection for Chapter 4
9	Chapter 4	Lecture: Multicultural Teams (Chapter 5) / Guest Speaker (Marja)
14		Questions for Reflection for Chapter 5
16	Chapter 5	Lecture: Leadership, Motivation & Decision Making (Chapter 6)
21		Questions for Reflection for Chapter 6
23	Chapter 6	Lecture: Negotiations (Chapter 7)
28		Lecture: cont'd / Videos: VD #5 (30 min) / VD #6 (30 min)
30		Questions for Reflection for Chapter 7
Nov 4	Chapter 7	Lecture: Expatriate Entry /Rentry/Portable Life (Chapters 8 & 9)
6		Lecture: Cont'd / Videos: GI #3 (28 min)/ GI #4 (14 min)
11		*****VETERAN'S DAY HOLIDAY*****
13		Questions for Reflection for Chapters 8 & 9
18	Chapters 8 & 9	Lecture: Global Careers (Chapters 10)
20		Lecture: Cont'd / Videos: GI #7 (30 min)
25		Questions for Reflection for Chapters 10
27		*****THANKSGIVING DAY HOLIDAY*****
Dec 2	Chapter 10	Lecture: International Management
4		Lecture: Cont'd / Guest Speaker
9		Questions for Reflection for International Management
11	Intn'l Mgmt	Course wrap up

FINAL EXAM: During Finals Week

COURSE OBJECTIVES:

1. The main objective of this course is to have the student become aware of current issues and concerns as they pertain to living in and managing human resources in other cultures.
2. Practical applications: Through participation in class discussions, viewing training videos and via guest speakers the student should have a practical understanding of the material.
3. Integration: The professor's lectures, written assignments (Questions for Reflection) and videos prepare the student for the quizzes. The Final exam will be a sample of quiz questions.

GRADING:

1. **Quizzes:** There will be 10 multiple choice quizzes each containing 25 multiple choice questions. The quizzes will be administered at the beginning of the class period designated. Quizzes will cover: (1) Chapter material (2) any additional lecture material (3) information from any videos. (4) any information by guest speakers, other presentations etc.
TOTAL POINTS for the quizzes = (10 quizzes) x (25 questions in each quiz) x (2 points per question) = 500 points

2. **Final Exam:** Students will take the final exam on the day designated during finals week. The final will consist of 100 questions chosen from the ten quizzes.

TOTAL POINTS for the Final exam = (100 questions) x (2 points per question) = 200 points

3. **Questions for Reflection:** Students will answer the Questions for Reflection designated for each chapter and for the last lecture. These Questions for Reflection are to be turned in at the beginning of each class period when they are due – NO CREDIT IF LATE!
Answers must be typed neatly on an 8 ½ x 11 sheet of paper. Please *SINGLE SPACE* only! For each assignment there must be a heading indicating: the chapter or lecture and the date due. Keep a copy for yourselves as the professor will be calling upon individual students to respond to the questions in class. There will be a maximum of 5 points per question, but weak or incomplete answers to earn fewer points. It is unlikely that one page will suffice for each assignment. Do not make up information for the answers – build on chapter material!
[See handout for the grading of Questions for Reflection] If you cannot attend class, be sure to give me the assignment ahead of time, otherwise, as indicated above, no credit will be given!

TOTAL POINTS = (5 questions per assignment) x (5 points per question) x 10 (assignments) = 250 points

4. **Attendance/Participation:** Class attendance and participation are mandatory and will be a significant part of the final grade. If you typically frequently miss classes, please drop the class and take it from another professor. **Attendance:** Students will be given 10 points per class period attended, starting the second day of class. To receive these points students must be present for the entire class period. [If you arrive late, after your name has been called, or leave early you will not receive these points at all]. There will be a 2 absences (either excused or unexcused) which will not be counted during the semester. If you are not absent for these two classes then you will receive the 10 points per day as extra credit.
TOTAL POINTS = (10 points per class period) x (25 class periods) = 250 points; actually a possibility of 20 points more (extra credit) if you attend every class.

CALCULATION OF THE FINAL GRADE: A GRAND TOTAL OF 1200 POINTS.

The professor will start off using the overall guideline: A = 90%, B = 80 %, C = 70%, D = 60% and curve down from there if necessary.